

Atty. Docket No. COM31 P-301

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I hereby certify that this paper, together with all enclosures identified herein, are being sent by facsimile to the Assistant Commissioner for Patents, at 703/746-7239, on the date indicated below. A total of 5 pages should be received.

11-15-02  
Date

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## IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Art Unit : 2175  
Examiner : Thuy N. Pardo  
Applicant : Therese A. Voevodsky  
Appl. No. : 09/602,921  
Filing Date : June 23, 2000  
Confirmation No. : 1017  
For : HUMAN RESOURCES INFORMATION  
INTERNET ACCESSIBLE DATABASE



Assistant Commissioner for Patents  
Washington, D.C. 20231

Dear Sir:

REPLY UNDER 37 C.F.R. §1.111

In response to the Office Action mailed August 15, 2002, Applicant respectfully requests that the Examiner consider the following remarks.

REMARKS

Claims 1-21 remain present in this application, all of which have been rejected. Claims 1-3, 5-10, 12-17 and 19-21 were rejected 35 U.S.C. §112, second paragraph; claims 1, 3-8, 10-15 and 17-21 were rejected under 35 U.S.C. §102(e) as being anticipated by U.S. Patent No. 6,401,079 (hereinafter Kahn); and claims 2, 9 and 16 were rejected under 35 U.S.C. §103(a) as being unpatentable over Kahn in view of U.S. Patent No. 5,737,592 (hereinafter Nguyen). For the reasons further set forth below, Applicant respectfully submits that claims 1-21 are allowable.

Applicant believes that a brief review of Applicant's claimed subject matter may help to further this case to allowance. As is disclosed in Applicant's Specification, a computer system programmed according to Applicant's claimed subject matter is particularly useful in determining whether employees with a desired employee attribute are adequately compensated,